



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

September 1, 2006

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of August 31, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, 491 disciplinary actions have been taken against KDMC employees. Of this number, 253 actions have been discharges or resignations. A total of 58 disciplinary actions have been taken against physicians and 41 physicians have been discharged or have resigned.

Since our last report, seven cases have been closed and one additional case has been opened. As a result, KDMC's open caseload is currently 38 (detailed summary information is contained in Attachments I and II).

The new case opened this week does not involve a physician or nurse.

RECRUITMENTS

Six nursing new hires are scheduled to start on Tuesday, September 5, 2006. One Staff Nurse has been hired for Medical/Surgical Services. In addition, each of the following units has hired one Nursing Attendant I: Intensive Care Unit, Psychiatric Emergency Services, Emergency Services, Medical/Surgical Services and Department of Psychiatry.

Each Supervisor
September 1, 2006
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If you have any questions, please call me.

MJH:STS
SBH:amb

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Sachi Hamai
John R. Cochran III
Antionette Smith Epps

H:KDMC Human Resources Status Report FINAL 090106

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 08/31/06

Dated: 8/31/2006

Closed Cases -	910
Open Cases -	38
Referred Cases -	13
Grand Total =	961

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	10	5	32	0	35	82
Discharges of Probationers	0	7	8	1	13	29
Suspensions (6 - 30 Days)	4	12	49	5	38	108
Suspensions (1 - 5 Days)	11	10	24	2	22	69
Reprimands	7	2	24	2	14	49
Warnings	1	2	1	3	5	12
Resignations in Lieu of Administrative Action	20	9	31	6	11	77
Release of Temporary Employee	15	1	39	0	9	64
Medical Release	0	0	0	0	1	1
Subtotal	68	48	208	19	148	491

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	24	10	41	43	33	151
Total Actions Taken	92	58	249	62	181	642

- ¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners
² Includes: Surgical Technicians; Medical Technologists; etc.
³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant
⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 08/31/06

Dated: 8/31/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	18	1	1	20
Release of Temporary Employee	15	0	0	15
Medical Release	0	0	0	0
Subtotal	58	9	1	68

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	22	1	1	24
Total Actions Taken	80	10	2	92